

LILLY LEDBETTER FAIR PAY ACT  
OF 2007

SPEECH OF

**HON. AL GREEN**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, July 31, 2007*

Mr. AL GREEN of Texas. Madam Speaker, I rise in strong support of H.R. 2831, the Lilly Ledbetter Fair Pay Act of 2007, which will correct a gross injustice done in the recent Supreme Court decision in the case *Ledbetter v. Goodyear*.

The Supreme Court's May 29, 2007, ruling in *Ledbetter* reversed decades of precedent that helped victims of pay discrimination to pursue claims against their employers. Under Title VII of the Civil Rights Act of 1964, employees illegally discriminated against in pay can file claims to recoup that pay within 180 days of being wrongfully denied pay. Unfortunately, the *Ledbetter* decision concluded that victims need to file claims within 180 days of a discriminatory decision being made, rather than within 180 days of receiving a discriminatory paycheck, as previous jurisprudence had mandated.

It is wholly unreasonable to require individuals who are discriminated against to file suit within 180 days of the illegal action. Workplace norms mean that co-workers rarely ask each other about their pay. Moreover, one relatively small discriminatory decision can compound over time, meaning that decisions that are not immediately obvious can nevertheless have profound impacts over the course of an employee's career.

Congress recognized 43 years ago with the passage of the Civil Rights Act of 1964 that it is wrong to treat people differently on the basis of their gender, religion or the color of their skin. The decision in *Ledbetter v. Goodyear* effectively eliminates the primary remedy for thousands of Americans who face illegal and immoral discrimination.

The Lilly Ledbetter Fair Pay Act provides a straightforward and efficient solution for the mistaken decision in *Ledbetter*. This bill simply clarifies that each discriminatory paycheck qualifies as a new violation that gives employees 180 days to file claims to recover pay. This policy has been the law of the land for the last 43 years, has worked well and should be reinstated.

For over four decades, the United States Federal Government has made it clear that discrimination on the basis of one's race, gender, or religion will not be tolerated. It is our responsibility to do everything in our power to ensure that all employees are treated fairly and respectfully, and this bill is an important step forward in that direction. I am proud to be a co-sponsor of this legislation and I commend my colleague and friend, Mr. GEORGE MILLER of California, for introducing the bill.

IN HONOR OF CORPORAL JAMES H. McRAE, UNITED STATES MARINE CORPS

**HON. KAY GRANGER**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Saturday, August 4, 2007*

Ms. GRANGER. Madam Speaker, I rise today to honor the courage of a brave and

dedicated hero of the Fort Worth community and of our Nation.

Cpl James H. McRae was a proud United States Marine and a true American hero who gallantly and selflessly gave his life for his country on July 24 during combat operations in Diyala Province, Iraq.

James enlisted in the toughest of the military branches during time of war, which speaks volumes about his character and patriotism.

Assigned to the Marine Expeditionary Force, James was a non-commissioned officer—the backbone of the corps and a true leader.

Our thoughts and prayers are with James' parents and all of his family and friends.

Our community and Nation honor Corporal McRae's memory and we are grateful for his faithful and distinguished service to our Nation and the Corps of Marines that he loved.

Cpl James Heath McRae will not be forgotten. His memory lives on through his family and the legacy of selfless service that he so bravely imprinted on our hearts.

VETERANS' BENEFITS  
IMPROVEMENT ACT OF 2007

SPEECH OF

**HON. HEATH SHULER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Monday, July 30, 2007*

Mr. SHULER. Mr. Speaker, I rise today in strong support of H.R. 1315, the Veterans' Benefits Improvement Act of 2007, which would expand housing assistance for disabled veterans of the United States Armed Forces.

The Veterans' Benefits Improvement Act amends title 38 of the United States Code so that specially-adaptive housing assistance can be provided to certain members of the Armed Forces who are disabled and residing temporarily in housing owned by family.

America's veterans have sacrificed in the defense and well-being of our country and should be rewarded for their bravery and compensated for their sacrifices. Therefore, we have a duty to see to it that the appropriate benefits are made available to every disabled veteran, regardless of residential status. We must remember that with nearly 30,000 troops wounded in Iraq and Afghanistan, more young veterans are in need of disability assistance.

Mr. Speaker, this bill provides the necessary revisions that will enable more veterans to receive the special housing assistance they need. I fully support this bill and encourage others to do so as well.

STATEMENT HONORING HOUSTON  
NEWSMAN MARVIN ZINDLER**HON. AL GREEN**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Saturday, August 4, 2007*

Mr. AL GREEN of Texas. Madam Speaker, I rise to pay tribute to a wonderful man and longtime Houston television legend, Marvin Zindler. Mr. Zindler passed away yesterday after a battle with inoperable pancreatic cancer and he will be sorely missed.

Marvin Zindler was born August 10, 1921, in Houston, where he went on to become an irre-

placeable community figure. Marvin's father Abe, who openly opposed the Ku Klux Klan and was a card-carrying member of the NAACP, helped instill in Marvin the values that made him so valued in the community. As a newsman, Marvin became a pioneer in consumer reporting and a tireless advocate for those who, without his assistance, would be without a voice in having their needs addressed.

Mr. Zindler initially came to prominence through a week long special on the "Chicken Ranch," an illegal brothel just outside of La Grange, TX, that local authorities tolerated for decades. This special report quickly forced the closure of the brothel, which had been open since 1905. Subsequently, Mr. Zindler was known largely for his self-described "Rat and Roach Report," in which he read reports on health department restaurant inspections on news broadcasts on ABC affiliate KTRK. These reports consistently aided consumers looking for information on the safety of the food at local restaurants.

Mr. Zindler advocated aggressively for low-income individuals in desperate need of reconstructive surgery. Earlier this year, despite his illness, Mr. Zindler's advocacy played a major role in acquiring mechanical hands for seven Iraqi amputees. Because of his extensive advocacy, Mr. Zindler's Action 13 office received nearly 100,000 letters annually asking for assistance on issues ranging from Social Security benefits to housing discrimination to immigration. He took pride in ensuring that his office responded to every single request that they received.

It is eminently clear that Marvin Zindler was no ordinary newsman. He used his influence to constantly stand up for the underprivileged who needed his assistance—and he made a difference. Mr. Zindler profoundly changed the city of Houston and the very concept of consumer reporting, and his contribution will never be forgotten.

I would like to send my condolences to Mr. Zindler's family, friends, and all those who will miss him dearly. I hope that, even in this sad time, Mr. Zindler's courage and fights for justice can serve as an example for us all.

IN HONOR OF CORPORAL RHETT A.  
BUTLER, UNITED STATES ARMY**HON. KAY GRANGER**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Saturday, August 4, 2007*

Ms. GRANGER. Madam Speaker, I rise today to honor the courage of a brave and dedicated hero of the State of Texas and of our Nation.

Corporal Rhett A. Butler was a United States Army soldier and a true American hero who gallantly and selflessly gave his life for his country on July 20, 2007 during combat operations north of Baghdad, Iraq.

Assigned to the Second Infantry Division, Rhett enlisted during time of war, which speaks volumes about his character and patriotism.

Moreover, he was a leader and mentor to younger soldiers and his service as a Non-Commissioned Officer in the infantry exemplifies this spirit.

Our thoughts and prayers are with CPL Butler's parents and all of his family and friends.

Our community and Nation honor corporal Butler's memory and we are grateful for his faithful and distinguished service to America.

Corporal Rhett A. Butler will not be forgotten. His memory lives on through his family and the legacy of selfless service that he so bravely imprinted on our hearts.

# COMMEMORATION OF THE 75TH ANNIVERSARY OF THE MILITARY ORDER OF THE PURPLE HEART

SPEECH OF

**HON. HEATH SHULER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Monday, July 30, 2007*

Mr. SHULER. Madam Speaker, I rise today as a proud cosponsor of House Concurrent Resolution 49, which commemorates the 75th anniversary of the Military Order of the Purple Heart, and honors those members of our Armed Forces who have received Purple Hearts for their dedicated service.

The Military Order of the Purple Heart was founded in 1932 and is composed solely of veterans who have received Purple Hearts, making it the only veteran organization that is composed of only combat veterans. The organization promotes education, fraternity, service, and patriotism, and they provide service for veterans and their families who are in need. In addition, they work to support relevant legislative initiatives.

As an organization committed to the care and support of combat veterans, the Military Order of the Purple Heart deserves the recognition of this Congress for 75 years of hard work serving our Nation's brave veterans of the Armed Forces.

I cannot begin to express the gratitude I feel to the members of our Armed Forces, both past and present, for the gift of freedom that they have given to every American. They have given freely of themselves to defend this great Nation deserve our everlasting gratitude and respect.

We have the privilege and responsibility of both taking care of and honoring the sacrificial service of our combat veterans. I urge my colleagues to vote for the adoption of this resolution.

# SENSE OF HOUSE THAT JAPAN SHOULD APOLOGIZE FOR ITS IMPERIAL ARMED FORCES' COERCION OF YOUNG WOMEN INTO SEXUAL SLAVERY

SPEECH OF

**HON. AL GREEN**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Monday, July 30, 2007*

Mr. AL GREEN of Texas. Mr. Speaker, I rise in support of H. Res. 121, which expresses the sense of the House of Representatives that the Government of Japan should formally apologize and accept historical responsibility for its Imperial Armed Forces' coercion of young women into sexual slavery during its occupation of Asia and the Pacific Islands from the 1930s through the end of World War II.

During this time period, the government of Japan created a system of forced military prostitution where young females were used as involuntary sexual servants or "comfort women" in one of the largest cases of human trafficking in the 20th century. Over 200,000 women are believed to have been coerced into these government sanctioned programs, and only an estimated 25 percent survived this horrible and painstaking ordeal. Although the government of Japan has made some efforts to address these past grievances, they have repeatedly undermined the sincerity of their own statements by engaging in questionable practices to disregard these unfortunate events. Some Japanese textbooks have attempted to downplay the existence of "comfort women," and several officials have tried to dilute or retract previously expressed apologies.

The nation of Japan has long been a valuable friend and ally of the United States, and I understand their desire to look forward to the future, but that should not come at the expense of ignoring the horrible events of the past. In light of its historical shortcomings, the Japanese government must be willing to publicly accept responsibility for its past sins and offer a sincere and formal apology if they wish to be forgiven by the international community. They should also discourage any efforts to refute the existence of "comfort women." It is important for future generations to be aware of these events in order to ensure that these tragedies will not be repeated. There is no greater enemy than ignorance of the past.

Mr. Speaker, I urge my colleagues to support the many women and families that were affected by these terrible crimes. Please join me in voting for H. Res. 121 so that we can ensure that this tragedy is properly addressed and acknowledged.

# 50TH ANNIVERSARY OF THE SOUTHERN CHRISTIAN LEADERSHIP CONFERENCE

SPEECH OF

**HON. ALCEE L. HASTINGS**

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

*Monday, July 30, 2007*

Mr. HASTINGS of Florida. Madam Speaker, I rise today to join my colleagues of the Congressional Black Caucus to express my concern for diminishing access to higher education opportunities.

We live in a country where the education system is flawed from the ground up. The lack of proper instruction throughout elementary, middle, and secondary school has left many of the under-represented minorities even further behind their classmates. The lack of provisions and support provided to schools in historically black neighborhoods has caused the number of African-Americans applying and enrolled in professional schools to drop.

The number of African-Americans in both the medical and legal professions is anemic compared to the number that live in our country. Even though African Americans make up over 13 percent of the country's population, a recent study found that they make up only 3.9 percent of lawyers and 3.3 percent of physicians.

Madam Speaker, there are a multitude of reasons as to why African-American presence

in law school dropped from 7.5 percent to 6.8 percent from 1994 to 2004. Many blame the law school admissions' over-reliance on the LSAT (Law School Admissions Test). This test, which has never been proven to be a successful forecaster of achievement in law school or aptitude as a lawyer, usually makes up over half the criteria that law school admissions counselors use to base their admissions decisions on. The inflated dependence on the LSAT, which studies show is in and of itself biased, has led to a sharp decline of both applications and enrollment by African-Americans into law school.

The necessity for schools to raise the median LSAT scores of the applicants they accept has caused a dramatic drop in the number of African-American law school students. In a study from 2002 to 2004, the 25th percentile LSAT score for law schools in my home State of Florida rose from 149 to 151. In that same time period, African-American enrollment in Florida law school dropped from 557 to 508 students, or nearly 10 percent, while total enrollment rose by 14 percent.

Madam Speaker, we need to challenge this disturbing trend or we are facing a future in which there is a complete lack of African-American presence in the legal world. This trend challenges the right of African-Americans to engage in the legal process of this great Nation.

One major issue that we can influence is the lack of support and education for those interested in a career in law. Many young African-American high school and college students have not had the exposure or have become discouraged by the mass of reports of diminishing African American law school enrollment. With encouragement from current black lawyers and those in support of more diversity in the legal profession, we can help build a proper education system for all students of this Nation.

This is not just about law school. We need to work together, from as early as elementary school, to provide the necessary tools to challenge the current pattern of disinvestment in education. Our educational system must give everyone the proper training and experience necessary to enter higher education and, someday, the professional world.

# BELATED THANK YOU TO THE MERCHANT MARINERS OF WORLD WAR II ACT OF 2007

SPEECH OF

**HON. HEATH SHULER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Monday, July 30, 2007*

Mr. SHULER. Mr. Speaker, I rise today in support of the Merchant Mariners who served in our Nation during World War II and were an integral part of our victory. They suffered the highest casualty rate of any of the branches of the service while delivering troops, tanks, food, airplanes, fuel and other needed supplies to every theater of the war. Without the services of the Merchant Mariners, victory would have been more difficult, and certainly more lives would have been lost.

Unfortunately, they were denied any rights under the GI Bill of Rights. The Merchant Mariners became the forgotten service. It